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ABSTRACT

This survey examined the certification laws or plans for certification of public library personnel in the United States. Descriptions of state certification laws or plans were derived from state library manuals, from previous surveys, and from a telephone survey of representatives of state library agencies. Sixteen states have mandatory certification of two levels or more. Mandatory certification, without a defined plan, exists in seven states, although the procedure is inactive in some. Voluntary certification is found in 8 states, and 19 have no certification. This report lists states alphabetically and summarizes their certification requirements. A list of definitions and acronyms is included; and the appendix lists the library agencies of the 50 states, the District of Columbia, and the U.S. Department of Education. (SLD)

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# A SURVEY OF PUBLIC LIBRARY CERTIFICATION REQUIREMENTS IN THE NATIONAL LIBRARY COMMUNITY

Prepared for:

Nevada State Library and Archives
Capitol Complex
Carson City, Nevada 89710

by

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January 1992

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# A SURVEY OF PUBLIC LIBRARY CERTIFICATION REQUIREMENTS IN THE NATIONAL LIBRARY COMMUNITY

## Introduction

Descriptions of the certification laws and/or plans for public library personnel were gathered by several means. The first was from individual certification manuals provided by state library agencies. The second was by an examination of previously conducted surveys on certification laws and/or plans, and the third was by telephone discussions held with representatives from state library agencies.

Each certification law or plan is arranged alphabetically by name of state. Each law or plan is organized by four categories:

SCOPE
CERTIFICATING AGENCY
LEVELS OF CERTIFICATION; or REQUIREMENTS
RECERTIFICATION

States with no certification laws or plans are also listed.

## Rationale

The rapid increase in human knowledge, specifically in the information, library, and media fields, makes it imperative for librarians to increase their knowledge, skills, and abilities through continuing education. The purpose of continuing education for public librarians is to upgrade the library profession, to enrich the individual librarian, and to ensure quality library service throughout our nation.

Certification is an instrument that attests an individual is qualified to practice a profession. The purpose of certification of librarians is to assure the consumer of the services that a standard for the protection of the users of libraries is being preserved. This is premised on the fact that the library user is not able to distinguish between qualified and unqualified persons.

The practice of certification, which permits anyone qualified to function in a library, has the obligation of informing the library user which of the library staff have fulfilled the obligations of certification and are therefore presumably able to perform their functions and render their services in a manner that reflects the standards adopted by a unit of government, an association, a professional organization, or both.

Properly administered, certification is likely to have a positive force for educational and professional advancement as well as a protective device. It may be used not only to advance the qualifications of entry level librarians but also to improve the quality of librarians already in service. It may also be used as a source of information on which a continuous inventory of librarians and their training is based and thus assist in maintaining a balance between supply and demand.

Although serious questions have been raised about the purpose and function of continuing education leading to certification, the responsibility of the individual remains a central issue. Without continued self-development, the individual professional tends toward the common denominator of community mores rather than to leadership and social responsibility. In becoming a member of the profession, the neophyte indicates that he/she has an inquiring mind and is dedicated to continuing self-learning.

The professional person studies as well as acts in order to help make knowledge kinetic in the lives of people. The professional understands that a career is no longer fashioned only on his preparation during youth or formal years of education. Nor are sporadic refresher courses and periodic learning sessions sufficient; the professional plans a continuing education throughout his career.

The results of a certification plan are to:

1. improve library service throughout the state;

2. motivate public library personnel to acquire, maintain, and develop their skills through basic, intermediate, and advanced continuing education;

3. recognize public library personnel who, on a continuing basis, update their knowledge, skills, and abilities in order to provide better library services to their patrons;

4. improve the public image of library personnel and libraries;

5. provide guidelines for public library Boards of Trustees to use in selecting and retaining personnel.

## STATES BY CERTIFICATION CATEGORY

### Mandatory Certification
(Two Levels or More)

Georgia
Indiana
Louisiana
Maryland
Massachusetts
Michigan
Nevada (in progress)
New Mexico
New York
North Carolina
Ohio
Pennsylvania
South Carolina
Texas
Washington
Wisconsin

### Mandatory Certification
(Without a Plan)

Arizona
Arkansas (inactive)
California
New Jersey
North Dakota (inactive)
Tennessee (inactive)
Virginia

### Voluntary Certification

Connecticut
Iowa
Kentucky
Maine
Montana
Nebraska
South Dakota
Vermont

### States With No Certification

Alabama
Alaska
Colorado
Delaware
Florida
Hawaii
Idaho
Illinois
Kansas
Minnesota
Mississippi
Missouri
New Hampshire
Oklahoma
Oregon
Rhode Island
Utah
West Virginia
Wyoming



C

## Certification by Decades *

| 1990s | | 1980s | |
|---|---|---|---|
| 1992 | Nevada (in progress) | 1987 | Nebraska |
| 1990 | Montana | 1986 | California |
| 1990 | Texas | 1986 | Iowa |
| | | 1986 | Maryland |
| | | 1986 | Massachusetts |
| | | 1986 | Wisconsin |
| | | 1981 | Georgia |
| | | 1981 | New York |
| | | 1981 | North Carolina |
| **1970s** | | **1960s** | |
| 1978 | New Mexico | 1961 | Pennsylvania |
| 1978 | South Dakota | | |
| 1977 | Michigan | | |
| 1976 | Kentucky | | |
| 1976 | South Carolina | | |
| 1976 | Washington | | |
| 1975 | Florida | | |
| 1975 | Vermont | | |
| 1974 | Indiana | | |
| 1971 | Connecticut | | |
| 1970 | Ohio | | |
| **1950s** | | **1940s** | |
| 1956 | Arizona | 1949 | Arkansas |
| 1956 | New Jersey | | |
| 1954 | Louisiana | | |
| 1950 | Virginia | | |
| **1930s** | | | |
| 1937 | Tennessee | **No Date** | Maine |

* Year indicates latest known revision in state statutes.

## ACRONYMS AND DEFINITIONS

### Acronyms

ALA--American Library Association

CE--Continuing education

CEPs--Continuing education points

CEUs--Continuing education units

GED--General Education Development

LSCA--Library Services and Construction Act

MLS--Master's degree in library science

### Definitions

Certification--an instrument that attests a person is qualified to practice a profession. Certification is awarded to individuals in public libraries who meet minimum requirements and experience, or a passing score on an examination, approved by a state board or committee. Certification may be voluntary or mandatory and may exist on more than one level. Certification programs generally result in:

* an improvement of library service throughout a state;
* motivated library personnel who seek to acquire, maintain, and develop their skills through basic and continuing education;
* recognition for library personnel who, on a continuing basis, update their knowledge and skills in order to provide improved library services to their constituents;
* guidelines for library boards to use in selecting and retaining personnel.

Competency--the ability to do something at some level of proficiency, usually composed of a combination of knowledge, understanding, skills, abilities, attitudes, and values.

Continuing education--consists of any kind of self-initiated learning activity of the individual beyond his/her preparatory education and work experience. It serves to keep librarians and other library personnel abreast of new knowledge, developments and technological advances, or leads to a new specialization. Continuing education contributes to increased competence and performance in the work environment, and it stimulates a deeper

understanding and enhances the skills of the individual learner. It is designed for all personnel in the library including professional, supportive, and trustee/citizen advocates. Continuing education opportunities include both formal and informal learning conditions, and they are not necessarily limited to library science subjects but should be related to the field of librarianship. Formal learning generally is defined as graduate level courses offered for academic credit and/or continuing education units (CEUs) by recognized institutions of higher education. Informal learning is defined as any other learning activities such as workshops, seminars, institutes, association meetings, or self-directed learning exercises.

Continuing education points--see CEUs

Continuing education units--ten contact hours of participation in an organized continuing education experience under responsible sponsorship, capable direction, and qualified instruction.

Incentives--used to motivate library personnel to engage in learning activities and to inspire administrators in libraries, agencies, and associations to produce or facilitate learning opportunities. For the individual, incentives lead to tangible rewards such as increased responsibility and authority on the job, special assignments, opportunities for additional educational experiences, promotion, time off the job, paid tuition and travel to conferences, salary increases, academic credit, certifications of completion, or an improved avenue of career development. Continuing education incentives may lead to enhanced self-confidence by the individual in the ability and motivation to work with difficult professional challenges. For the producer or facilitator, incentives may result in improved library service of the organization as a whole, increased production, professional acknowledgement, or exercise of leadership.

# A SURVEY OF PUBLIC LIBRARY CERTIFICATION REQUIREMENTS IN THE NATIONAL LIBRARY COMMUNITY

Prepared by:

John R. McCracken,
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## ALABAMA

No certification laws or plans are in place.

## ALASKA

No certification laws or plans are in place.

## ARIZONA

Scope: Mandatory law (1956) in effect for county library directors only.

Certificating Agency: Board of Library Examiners comprises the Director of the Department of Library, Archives, and Public Records as ex-officio chair, the Librarian of the University of Arizona, and the Librarian of the Phoenix Public Library.

Requirements: Applicants shall have a master's degree in library science with one year of experience in a public library of recognized standing, or a bachelor's degree conferred by an accredited college or university plus fifteen (15) hours of courses in library science and two (2) years of appropriate experience in a public library of recognized standing.

Recertification: None; CEUs are not used.

## ARKANSAS

Scope: Mandatory law (1949) in effect for county library directors only.

Certificating Agency: State Library Board consists of the Librarian of the Arkansas Library Commission as ex-officio chairman, the President of the State Teachers College and the

President of the Arkansas State Library Association, ex-officio member.

Requirements: Directors of multi-county libraries are required to have a four-year college degree plus eighteen (18) hours in undergraduate library science for single and two county units and the fifth year degree is required for the larger multi-county units.

Recertification: None exists. This law is inactive and has never functioned. CEUs are not used.

## CALIFORNIA

Scope: Mandatory law (1986) in effect for county library directors only, but compliance is voluntary.

Certificating Agency: State Librarian.

Requirements:

> Sec. 191.42. No person may be appointed to the office of county librarian on or after January 1, 1987, unless he or she possesses both of the following qualifications:
> (a) Graduation from a graduate library school program accredited by the American Library Association.
> (b) Demonstrated knowledge of principles and practices of public administration, including county government, and of the laws applicable to library service of this state.
>
> Sec. 191.59. Except when the county librarian is temporarily absent, no person shall serve in the position of county librarian under the title of acting county librarian, or assistant librarian in charge, or any other such title, unless the person meets the qualifications set forth in Section 191.42.

In the event qualified candidates for the position of the county librarian cannot be found, the county supervisors shall secure written permission from the State Librarian to appoint an unqualified person to the position. This written permission may be granted by the State Librarian for a period of time up to but not exceeding one year. The State Librarian may from time to time in his or her discretion renew the permit.

Recertification: None; CEUs are not used.

## COLORADO

No certification laws or plans are in place, but State Civil Service requires that librarians in state service have an MLS degree from an ALA accredited library education program or equivalent professional experience.

## CONNECTICUT

Scope: Voluntary plan (1971) is authorized by statute and in effect for seven (7) levels of certification. This plan is valid only for library directors of public libraries, and it is carried out under rules and regulations of the State Library Board.

Certificating Agency: State Library Board.

Levels of Certificates Issued:

Grade IA: Issued to applicants with two (2) years of academic education in an accredited college or university, or one (1) year employment in library work; and completion of at least eight (8) semester hours in library education, or equivalent attendance at workshops designated by the State Library Board.

Grade IB: Issued to applicants with two (2) years of academic education in an accredited college or university and three (3) years of employment in library work and completion of at least fifteen (15) semester hours in library education or equivalent attendance at workshops designated by the State Library Board.

Grade II: Issued to graduates of an accredited college or university with at least fifteen (15) semester hours in library education, and at least one (1) year of library experience or equivalent attendance at workshops designated by the State Library Board.

Grade IIIA: Issued to graduates of an accredited college or university, with one (1) year of library education and holding of a master's or fifth-year degree from a library school.

Grade IIIB: Issued to graduates of an accredited college or university, with one (1) year of library education, a master's or fifth-year degree from a library school, and one (1) year's library experience.

Grade IIIC: Issued to graduates of an accredited college or university, with one (1) year of library education, a master's or fifth-year degree from a library school, and

three (3) years of library experience including at least one (1) year of administrative experience.

Grade IIID: Issued to graduates of an accredited college or university with a master's or fifth-year degree from an ALA accredited library education program and six (6) years of library experience including at least three (3) years of administrative experience.

Temporary Certificate: The Board may issue to any person who has the required academic and training qualifications, but lacks the required library experience, a temporary certificate to engage in certain library work may be issued for a period not to exceed one (1) year. This certificate may not be renewed.

Certificate by Examination: Whenever any applicant for a librarian's certificate in Grades I or II does not have the prescribed academic training, the Board may issue to the applicant a certificate of the appropriate grade when it satisfies itself by examination that the applicant has attainments substantially the equivalent of the prescribed education and training and that all other conditions are met.

Recertification: None; CEUs are not used. Attendance at workshops designated by the State Library Board may be used in lieu of CEUs, but this is unspecified.

Statement of Purpose: The program of certification of head librarians is intended to provide library trustees and librarians with a means to improve library service to their communities; and to aid individual librarians in increasing their professional qualifications and, by so doing, to provide the opportunity for better remuneration for themselves. Both librarians and trustees have indicated an interest in having such a program instituted.

## DELAWARE

No certification plans or laws are in place.

## FLORIDA

No certification laws or plans are in place, but in order for any county library system to be eligible to receive federal and state funds, the system must be centrally administered by a professional librarian. The librarian shall have completed a library school program accredited by the American Library

Association and shall have had at least two (2) years of successful, full-time paid library experience which shall have been in a public library unit open to the public at least 40 hours per week. (Mandated by law in 1975). CEUs are not used.

## GEORGIA

Scope: Mandatory law (1990) in effect for five (5) levels of professional positions in any public library serving a population of over 5,000 and in every library operated by the State or its authority, including libraries of institutions of higher learning. No public funds may be paid to any library failing to comply. Exempted are law libraries of counties and/or cities and libraries of public elementary and high schools, and libraries of the University System of Georgia.

Certificating Agency: The State Board of Certification of Librarians consists of six (6) persons: (1) Three librarians, including one (1) public librarian, one (1) special librarian, and one (1) other currently practicing librarian, and one (1) person who shall be a trustee of a public library, (2) a member to be appointed from the public at large who shall have no connection whatsoever with the library profession, and (3) the director of public library services of the Department of Education.

Levels of Certificates Issued:

1. Para-Professional Certificate:

(a) A Grade 2 Certificate is granted to a person who is a graduate of a four (4) year college of recognized standing, supplemented by at least twelve (12) semester hours in a planned program of library science from an institution approved by a state or regional accrediting agency. The twelve (12) semester hours should include courses in reference, technical services, collection development, and library management.
(b) A Grade 2 Certificate is valid for positions involving duties of a semi-professional nature in a library under the supervision of a full-time professional librarian.

2. Librarian's Professional Graduate Certificate:

(a) A Grade 5 (b) Certificate is granted to a person who holds a master's degree in the field of librarianship from a library school whose program is accredited by the American Library Association.
(b) A Grade 5 (d) Certificate is granted to a person who presents foreign credentials which satisfy the Board that he/she has attainments and abilities equivalent to those of

a person who is a graduate of a library school, whose program is accredited by the American Library Association.

3. Librarian's Advanced Professional Graduate Certificate:

(a) A Grade 6 Certificate is granted to a person who qualifies for a Librarian's Professional Graduate Certificate and who has completed a 6th year or more of planned graduate study in the field of librarianship from a library school whose program is accredited by the American Library Association.
(b) A Grade 6 Certificate is valid for any professional position in any library.

4. Librarian's Doctoral Certificate:

(a) A Grade 7 Certificate is granted to a person who qualifies for a Grade 5 (b) Librarian's Professional Graduate Certificate and who holds an earned doctorate in the field of librarianship from a library school whose master's degree program is accredited by the American Library Association.
(b) A Grade 7 Certificate is valid for any professional position in any library.

5. Licensees who were issued a Grade 5 (a) Librarian's Professional Graduate Certificate prior to November 1, 1982, may renew or reinstate their certificates at that grade level.

Recertification: Certificates will expire every two (2) years on the 30th day of June, beginning in 1984, and shall become renewable at least sixty (60) days prior to expiration date. Failure to renew by the end of the penalty period shall have the same effect as revocation. CEUs are not used.

## HAWAII

No certification laws or plans are in place. State Civil Service applies to public librarians, and all professional positions require graduation from an accredited library education program. University librarians are exempt from Civil Service.

## IDAHO

No certification laws or plans are in place.

## ILLINOIS

No certification laws or plans are in place.

## INDIANA

Scope: Mandatory law (1974) in effect for five (5) levels of heads of public and institutional libraries. Librarians of educational institutions, including school libraries, are exempt.

Certificating Agency: Library Certification Board consists of the Director of the State Library and two (2) additional members appointed by the Governor on the recommendation respectively of the Indiana Library Association and the Indiana Library Trustee's Association.

Levels of Certificates Issued:

Librarian I: (Without Examination) Graduation from an accredited college or university, one (1) year of accredited library education, and ten (10) years of library experience or six (6) years of library experience including at least three (3) years of administrative experience after obtaining eligibility for a Librarian III certificate.
Validity: Required minimum grade of certification for head librarians of libraries serving a population greater than 150,000, and for other comparable professional positions as determined by the Library Certification Board.

Librarian II: (Without Examination) Graduation from an accredited college or university; one (1) year of accredited library education, and three (3) years of library experience after obtaining eligibility for a Librarian III Certificate.
Validity: Required minimum grade of certification for head librarians of libraries serving a population of 25,001 to 150,000, and for other comparable professional positions as determined by the Library Certification Board.

Librarian III: (Without Examination) Graduation from an accredited college or university, and one (1) year of accredited library education, or

(By Examination) Only those shall be eligible to take this examination who (a) have graduated from an accredited college or university and (b) have had Intermediate Library Education (at least fifteen (15) semester hours or twenty (20) quarter hours) and in lieu thereof hold the Certificate of Librarian IV; and (c) have had four (4) years of credible experience (experience acquired after having attained eligibility for the Librarian V Certificate). The experience requirement is waived for persons who have a

master's degree in library science from a non-accredited graduate library school.
Validity: Required minimum grade of certification for head librarians of libraries serving a population greater than 10,001 to 25,000, and for other comparable professional positions as determined by the Library Certification Board.

Librarian IV: (Without Examination) Graduation from an accredited college or university, and at least fifteen (15) semester hours or twenty (20) quarter hours of approved undergraduate library education, or

(By Examination) Only those shall be eligible to take this examination who (a) have a bachelor's degree from an accredited college or university, and (b) have had Minimum Library Education (at least nine (9) semester hours or twelve (12) quarter hours), or in lieu thereof, hold the Certificate of Librarian V; and (c) have had two (2) years of credible experience (experience acquired after having attained eligibility for the Librarian V Certificate).
Validity: Required minimum grade of certification for head librarians of libraries serving a population of 5,001 to 10,000, and for other comparable professional positions as determined by the Library Certification Board.

Librarian V: (Without Examination) Two (2) years of academic education in an accredited college or university or equivalent plus at least nine (9) semester hours or twelve (12) quarter hours of approved undergraduate library education, or

(By Examination) Only those who shall be eligible to take this examination who (a) have had two (2) years of academic education in an accredited college or university, or who present proof of equivalence of such education; and (b) present evidence that they have had, or will have before issuance of a certificate, at least two (2) years of library experience which can be accepted as contributing to a knowledge and understanding of library work.
Validity: Required minimum grade of certification for head librarians of libraries serving a population of 5,000, and for other comparable professional positions as determined by the Library Certification Board.

Recertification: None; CEUs are not used.

## IOWA

Scope: A Voluntary program (1986) for public librarians which contains six (6) certification levels.

Certificating Agency: State Library of Iowa.

Levels of Certification Used:

Level I: High school diploma or GED, and the 40 basic contact hours which consist of ten (10) contact hours in each of the following four (4) areas: (1) public library administration, (2) selection of all types of library materials, (3) organization of library materials, and (4) reference and information services.

Level II: High school diploma or GED; 30 hours of college credit from an accredited institution or five (5) years of library work; and the 40 basic contact hours which consist of ten (10) contact hours in each of the four (4) areas specified in Level I.

Level III: High school diploma or GED; and 60 hours of college credit from an accredited institution or ten (10) years of library work; and the 40 basic contact hours which consist of the ten (10) contact hours in each of the four (4) areas specified in Level I.

Level IV: Graduation from an accredited college or university and the 40 basic contact hours which consist of ten (10) contact hours in each of the four (4) areas specified in Level I.

Level V: Graduation from an accredited college or university and college course work in each of the following four (4) areas: (1) public library administration, (2) selection of all types of library materials, (3) organization of library materials, and (4) reference and information services.

Level VI: Graduate degree in library or information science from an accredited institution of higher education.

Recertification: Each certification is valid for three (3) years. To renew a certificate, an individual must have completed 45 contact hours of approved continuing education credit. CEUs, or college credit, and other contact hours from approved library providers are acceptable.

## KANSAS

No certification laws or plans are in place.

## KENTUCKY

Scope: Voluntary law (1976) on five (5) levels is in effect for public librarians until 1991. A state board for the certification of librarians has authority to grant certificates of librarianship to (1) applicants who are graduates of library schools approved by the board and shall grant certificates to other applicants when it has satisfied itself that the applicant is qualified for library work. (2) The board may issue renewals and determine the positions for which certificates of librarianship shall be required. (3) The board may issue certificates to qualified persons who are serving in libraries not supported from public funds. (4) Librarians who were in service on May 31, 1938, and served one (1) year prior to such date shall be entitled to receive a lifetime certificate in accordance with their qualifications, without examination, upon payment of a prescribed fee.

Certificating Agency: State Board for the Certification of Librarians, composed of the Director, Department for Libraries and Archives and (5) five members appointed by the governor from a list submitted by the board of directors of the Kentucky Library Association. Two (2) members shall be full-time professional librarians in active public library work, two (2) shall be public library trustees, and one (1) shall be a professional librarian from a department or school of library science in a state university.

Levels of Certificates Issued:

Professional Certificate: To obtain this certificate an applicant must have a bachelor's degree from a regionally accredited college or university with at least 21 semester hours in library science (these library science hours may be included in the required number of hours necessary for the degree or in addition to them); or a passing score on an examination approved by the State Board for the Certification of Librarians, to be administered annually in the spring until 1991. Required for directors of public libraries serving counties of over 15,000 population.

Professional I: Issued to an applicant with a master's degree in library science from an ALA accredited school.

Professional II: Issued to an applicant with a master's degree in library science from a non-ALA accredited school.

Professional III: Issued to an applicant with a bachelor's degree with 21 hours or more in library science.

Professional IV: Issued to an applicant who successfully passed the Library Certification Examination before July 1, 1980.

Para Professional Certificate: To obtain this certificate an applicant must have two (2) years of college training with twelve (12) hours in library science and two (2) years of library experience; or five (5) years of library experience plus fifteen (15) hours of library science. Required for directors of public libraries serving counties of 15,000 population or less.

Library Experience Certificate: To obtain this certificate an applicant must have a high school diploma or GED with: fifteen (15) hours in library science; or twelve (12) hours in library science and three (3) hours in a related field of study; or five (5) library science workshops of at least two-week duration which are approved by the State Board for the Certification of Public Librarians; or a bachelor's degree plus six (6) hours in library science. For the Library Experience Certificate only, a series of ten (10) one-day workshops may be substituted for one (1) three-hour credit of the total number of credits required. Required for bookmobile librarians.

Temporary Certificate: Issued on an annual basis to applicants within a library who are working in positions requiring proper library certification and do not, at that time, meet the required qualifications.

Recertification: The Professional and Para Professional Certificates are valid for five (5) years from date of issuance. To renew these certificates until 1991, additional training is required. Additional training may be obtained by taking a three (3) hour college course or attending ten (10) seminars, conferences, or workshops of at least one-day length. The Library Experience Certificate is valid for three (3) years from date of issuance. The Temporary Certificate is valid for one (1) year. Effective until January 1991. Recertification credit may be obtained by (a) completing academic course work and by attending workshops and other professional meetings, (b) publishing books, articles, reports, and papers on library-related topics, (c) making presentations to library-related groups, and (d) teaching courses, workshops, seminars, and other similar instructional activities on library-related topics. CEUs are used for recertification.

## LOUISIANA

Scope: Mandatory law (1954) on two (2) levels is in effect for directors of city or parish libraries.

Certificating Agency: State Board of Library Examiners composed of three (3) members, all of whom must be experienced and trained librarians, appointed by the Louisiana State Library Board of Commissioners.

Levels of Certificates Issued:

Executive Certificate: Requires a bachelor's degree, and either a second bachelor's degree, as a B.S. in L.S., or a master's degree with at least one (1) academic year of library science from a library school program accredited by the ALA. Three (3) years of executive experience in a public library of recognized standing, after receiving the library science degree. Candidates must attain a grade of at least 75 on an examination covering the following aspects of public library service: (1) library organization and administration, (2) library budgets and financial operations, (3) standards for library service, (4) Louisiana library law, (5) current status of library development in Louisiana.

Temporary Certificate: Same as for the Executive Certificate except that no experience is required. Issued for head librarian positions only in emergencies. It is expected that holders of the Temporary Certificate will qualify for the Executive Certificate within three (3) years.

Recertification: Executive and Temporary Certificates are issued for five (5) years, and they are renewable if the holder is serving in a satisfactory manner in an executive position in a city or parish library. CEUs are not addressed.

## MAINE

Scope: Voluntary Certification program (no date) on five (5) levels is in effect for librarians-in-charge intended to provide trustees, librarians, and municipal officials with a means to improve library service to their communities, and to aid and encourage individual librarians to increase their professional qualifications and to afford themselves opportunity for greater remuneration.

Certificating Agency: The Board of Certification of the Maine Library Association consists of six (6) elected members and the President of the Maine Library Association (non-voting, ex-officio). Members of the Board are members of the Maine Library Association and are elected for three (3) year staggered terms.

Levels of Certificates Issued:

Grade I: Issued to applicants with a high school diploma, at least six (6) credit hours of library education or equivalent attendance at workshops designated by the Board, and at least one (1) year of recent library experience. Required minimum grade of certification for a librarian-in-charge serving a population of less than 2,999.

Grade IIA: Issued to applicants with a high school diploma, nine (9) credit hours in library education or equivalent attendance at workshops designated by the Board, and six (6) years of recent library experience including some administrative experience. Required minimum grade of certification for a librarian-in-charge serving a population area of 3,000 to 4,999.

Grade IIB: Issued to applicants with two (2) years of academic education in a college or university, twelve (12) credit hours in library education or equivalent attendance at workshops designated by the Board, and three (3) years of recent library experience. Required minimum for advanced grade of certification for a librarian-in-charge serving a population area of 3,000 to 4,999.

Grade IIC: Issued to applicants who are graduates of a college or university with at least twelve (12) credit hours in library education or equivalent attendance at workshops designated by the Board, and at least two (2) years of recent library experience. Required minimum for advanced grade of certificate for a librarian-in-charge serving a population area of 3,000 to 4,999.

Grade III: Issued to applicants who are graduates of a college or university with at least fifteen (15) credit hours in library education or equivalent attendance at workshops designated by the Board, and a minimum of two (2) years of recent library experience. Required minimum for advanced grade of certification for a librarian-in-charge serving a population area of 5,000 to 9,999.

Grade IV: Issued to applicants with a master's or fifth year degree from a library school approved by the Board and at least three (3) years of recent library experience including at least one (1) year of administrative experience. Required minimum for advanced grade of certification for a librarian-in-charge serving a population area of 10,000 to 24,999.

Grade V: Issued to applicants with master's or fifth year degree from a library school approved by the Board and at

least six (6) years of recent library experience including at least three (3) years of administrative experience. Required minimum for advanced grade of certification for a librarian-in-charge serving a population area of 25,000 or over.

Alternate Certification Procedure: Whenever any applicant does not have the stated qualifications for a grade, the Board may issue a certificate of an appropriate grade when it is satisfied that the applicant has attainments substantially the equivalent of the stated qualifications for the grade for which the application is made. The Board will determine if a certificate is to be issued by: (1) personal interview, (2) documentation of experience, (3) at least three (3) references.

Recertification: Certificates are issued for a period of five (5) years, and they may be renewed for successive five (5) year periods. CEUs are utilized.

## MARYLAND

Scope: Mandatory law (1986) on three (3) levels for professional librarian positions in county libraries. (a) Every librarian employed by a county public library in Maryland shall hold a professional certificate issued by the State Superintendent. (b) A professional certificate issued by the State Superintendent before January 1, 1987 shall remain valid until its expiration date. A librarian who holds an unexpired certificate issued before January 1, 1987 is exempt from satisfying the requirements for renewal of a certificate.

Certificating Agency: State Superintendent of Education

Levels of Certificated Issued:

Professional Public Librarian Certificate: (a) An applicant for a Public Librarian Certificate shall have a master's degree from a library school accredited by the American Library Association. (b) This certificate shall be valid for ten (10) years. (c) This certificate may be renewed by the State Superintendent for an additional ten (10) years if the certificate holder has completed three (3) semester hours or its equivalent in an accredited institution or in an in-service program in one of the following areas: (1) Management and supervision; (2) Library automation or technology; (3) Reference and technical services; or (4) Other subjects that are relevant to the professional assignment of the librarian.

Professional Library Director Certificate: (a) An applicant for a Professional Library Director shall have: (1) A master's degree from a library school accredited by the American Library Association; and (2) five (5) years of experience as a professional librarian with at least two (2) years of experience in an administrative capacity. (b) This certificate shall be valid for ten (10) years. (c) This certificate may be renewed by the State Superintendent for an additional ten (10) years if the certificate holder has completed six (6) semester hours or its equivalent in an accredited institution or in an in-service program in the areas of library management or administration.

Provisional Degree Certificate: The State Superintendent may issue a Provisional Degree Certificate instead of a Professional Librarian Certificate or a Professional Library Director Certificate at the request of a county public library if the Superintendent determines that an applicant's preparation or experience, or both, are adequate to justify issuance of a provisional certificate. A Provisional Certificate: (1) Shall be valid for one (1) year, and (2) it may not be renewed.

Recertification: The Professional Public Librarian Certificate and the Professional Library Director Certificates may be renewed for ten (10) years, subject to meeting the requirements stated above. The Provisional Degree Certificate may not be renewed. CEUs are not recognized.

## MASSACHUSETTS

Scope: Mandatory law (1986) on two levels which requires certification for library directors in city or town libraries as a prerequisite to receive state aid to public libraries. Application for certification of part time employees are accepted.

Certificating Agency: Board of Library Commissioners, consisting of nine (9) members appointed by the Governor. The Board appoints a committee of professional librarians participating in the Commonwealth to advise with it concerning certification.

Levels of Certificates Issued:

Professional Certificate: Requires: (1) Graduation with a degree from a library school accredited by the American Library Association; or (2) the passing of an examination which, with due consideration of education, professional training, practical experience and demonstrated ability, shall satisfy the Board that the candidate is qualified to perform professional work; or (3) possession of an unexpired

certificate issued by the proper authority in any state other than Massachusetts in which the requirements for certification are satisfactory to the Board.

The transcript of the college and library school record of a candidate for professional certification need not be presented, provided a certified statement of graduation with a degree is submitted by the proper authority. A certificate of completion of courses in a library school program is not to be regarded as the equivalent of graduation with a degree. Graduation with a degree from a library education program accredited by the American Library Association at the time of graduation qualifies an applicant for a certificate of professional librarianship without examination, even though said library school may not be included in the current listing of American Library Association accredited library education programs. Any graduate with a degree from a library education program accredited by the American Library Association at the time of application for a certificate of professional librarianship qualifies without examination. Correspondence courses will not be accepted as a basis for professional examination. There will be no provisional certification of professional librarians. Library employees who cannot meet the requirements for professional certification have the alternative of applying for a sub-professional certificate.

Prerequisites for the professional examination
(a) General Education: Graduation from a four-year college accredited by a regional accrediting agency recognized by the National Commission on Accrediting. The Board may also admit to these examinations graduates of overseas college and university programs deemed equivalent to accredited four-year programs in the United States. (b) Professional Education: Completion of 18 semester hours of library science courses from an institution accredited by a regional accrediting agency recognized by the National Commission on Accrediting. A candidate shall submit evidence of having completed courses in: (1) cataloging and classification; (2) reference methods, materials, and use; and (3) additional courses aimed at orienting students in library service and developing library skills; for example, subject bibliography; materials selection; and literature and/or services for children, young adults, or adults; media; and information science. For persons who apply after January 1, 1979, these courses must be taken from a four-year institution accredited by a regional accrediting agency recognized by the National

Commission on Accrediting. (c) Experience: Minimum of three (3) years of a professional nature in public, school, academic, or special libraries where the candidate's responsibilities and duties indicate, in the opinion of the employer, an ability to perform those described for "Librarian" in the Guide to the Employment of Professional and Sub-Professional Personnel in Massachusetts Public Libraries. Boston: Massachusetts Bureau of Library Extension, 1972, page 7.

Sub-Professional Certificate: Requires: (1) Graduate with an Associate in Arts or Science degree is eligible provided a certified statement of completion of the Library Technology Program is submitted by the proper authority; or (2) Library personnel performing satisfactorily for six (6) months qualify upon receipt by the Board of a validating statement from the head librarian or local library employing authority. Provisional sub-professional certificates with six-month termination date may be issued to persons whose head librarian or local library employing authority files a statement that the position requires: (1) an elementary knowledge of library techniques, and (2) the holding of a sub-professional certificate. At the end of the six-month period, and upon receipt by the Board of a validating statement from the head librarian or local employing authority that the staff member has acquired an elementary knowledge of library techniques, the provisional sub-professional certificate may be exchanged for a permanent sub-professional certificate.

Recertification: Certificates are valid for the life of the person certified, unless suspended or revoked for due cause. Continuing education is encouraged but not required by statute. CEUs are not used.

## MICHIGAN

Scope: Mandatory law (1977) on seven levels which requires the state library to provide and enforce a certification program for library personnel. In order to receive state aid, the law requires a certain number of certified staff members in public libraries. The population service area of a public library determines the number of certified staff members needed. The Library of Michigan advocates the belief that librarians must increase their skills and knowledge through continuing education in order to keep abreast of developments in the information age. This, in turn, upgrades the library profession, enriches the individual librarian, and promotes quality library service.

Certificating Agency: The Library of Michigan

Levels of Certificates Issued:

Level I. Librarian's Permanent Professional Certificate. Requires a bachelor's degree from a college or university accredited by a regional accrediting body; a master's degree or its equivalent from a library school accredited by the American Library Association; four (4) years of satisfactory professional experience in a library or libraries approved by the Library of Michigan after completion of the educational requirements.

Level II. Librarian's Professional Certificate. Requires a bachelor's degree from a college or university accredited by a regional accrediting body; a master's degree or its equivalent from a library school accredited by the American Library Association. This certificate may be exchanged for a Librarian's Permanent Professional Certificate when the four-year professional experience requirement is met.

Level III. Special Professional Certificate. Requires a master's degree in a special subject field other than library science or a master's degree in library science from a curriculum in a school not accredited by the American Library Association.

Level IV. Limited Professional Certificate: Class A. Requires a college graduate with a major (24 semester hours or it equivalent) in library science or a college graduate enrolled in a library school accredited by the American Library Association.

Level V. Limited Professional Certificate: Class B. Requires a college graduate with a major (24 semester hours or it equivalent) in a subject field other than library science.

Level VI. Library Technician Certificate. Requires completion of a two-year library technician curriculum approved by the Library of Michigan.

Level VII. Certificate of Library Experience. Requires for first issuance graduation from high school or equivalent and completion of a Beginning Workshop within two (2) years of the employee's appointment. Renewal: 32 contact hours of approved training, or 3.2 Continuing Education Units, or 3 college credits, or 32-hour internship.

Recertification: Only holders of Level VII are required to document CE in order to renew certificates every three (3) years. Guidelines for state aid require public library staff members, including library directors, maintain certification current. CEUs are used.

## MINNESOTA

Scope: No certification laws or plans are in place. By statute, the director of a regional public library system must have a master's degree from an ALA accredited library education program and two (2) years of public library administrative experience as one of the requirements for the system to receive state or federal aid.

## MISSISSIPPI

No certification laws or plans are in place. In the State of Mississippi, some librarian positions are paid by the State through the Personnel Incentive Grants Program. The Mississippi Library Commission established a pay scale for the Personnel Incentive Grants Program based on position and the education necessary for that position. Librarians paid through this grant program must submit transcripts or proof of having the educational requirements associated with the pay scale. Local libraries may elect to pay librarian positions according to the pay scale even though these positions are not funded by the grant program. In this case, the persons hired to fill these positions must meet the educational requirements associated with the pay scale.

## MISSOURI

No certification laws or plans are in place.

## MONTANA

Scope: A voluntary program (1990) on five (5) levels for public library personnel. Local library boards may require certification of designated staff members. Positions participating in the certification program's continuing education offerings will be (1) the public library director, (2) staff members who are given regularly assigned duties in the areas of administrative services, public services, children's and youth services, and technical services, and (3) other interested persons.

Certificating Authority: An ad hoc committee of the Montana State Library Commission.

Levels of Certificates Issued:

Certification requirements for 1992:

Level I: Graduate degree in library or information science from an institution of higher education accredited by the American Library Association.

Level II: A Bachelor's degree from an accredited college or university, and
a minimum of a minor in library science from an accredited college or university,
or
A Bachelor's degree from an accredited college or university, and
Fifteen (15) semester or twenty (20) quarter hours in library education from an accredited college or university.

Level III: A Bachelor's degree from an accredited college or university
or
An Associate Degree from an accredited college or university, and
Five (5) years work as a library director within the last ten years.

Level IV: High School Diploma or GED, and
60 semester hours or 90 quarter hours of college credit,
or
High School Diploma or GED, and
Five (5) years of library work at the level of a library technical assistant or higher within the last five (5) years.

Level V: High School Diploma or GED, and
Two (2) years of library work at the level of a library technical assistant or higher within the last five (5) years.

Certification requirements for 1993 and after:

Level I: Graduate degree in library or information science from an institution of higher education accredited by the American Library Association.

Level II: A Bachelor's degree from an accredited college or university, and
A minimum of a minor in library science from an accredited college or university, and

40 continuing education contact hours.
or
A Bachelor's degree from an accredited college or university, and
Fifteen (15) semester or twenty (20) quarter hours in library education from an accredited college or university, and
40 continuing education contact hours.

Level III: A Bachelor's degree from an accredited college or university, and
40 continuing education contact hours.
or
An Associate degree from an accredited college or university, and
Five (5) years work as a library director within the last ten (10) years, and
40 continuing education contact hours.

Level IV: High School Diploma or GED, and
60 semester hours or 90 quarter hours of college credit, and
40 continuing education contact hours
or
High School Diploma or GED, and
Five (5) years of library work at the level of a library technical assistant or higher within the last ten (10) years.

Level V: High School Diploma or GED, and
Two (2) years of library work at the level of a library technical assistant or higher within the last five (5) years.

Recertification: If an individual becomes certified by 1992, the certificate will need to be renewed in 1997 and then every five (5) years thereafter. If an individual becomes certified in 1993 or after, the certificate needs to be renewed every five (5) years. CEUs or equivalents are used.

## NEBRASKA

Scope: A voluntary program (1987) on five levels for public librarians. Local Boards may require certification of designated staff members. Priorities for enrollment in the certification program's Basic Skills Training Course will be (a) the public library director, (b) staff members who are given regularly assigned duties in the areas of administrative services, public services, and technical services, and (c) others to be admitted as space permits.

Certificating Agency: Nebraska Library Commission, Screening Board.

Levels of Certificates Issued:

Level I: High School diploma or GED, and The Basic Skills Training Course, or college credit hours in each of the following areas: (1) public library administration, (2) public services, (3) organization of library materials, (4) collection development.

Level II: High School diploma or GED, and 60 semester hours or 90 quarter hours of college credit or ten (10) years of library work, and the Basic Skills Training Course or college hours in each of the four (4) areas specified in Level 1.

Level III: A bachelor's degree from an accredited college or university, and the Basic Skills Training Course or college credit hours in each of the four (4) areas specified in Level I.

Level IV: A graduate degree from an accredited college or university and the Basic Skills Training Course or college credit hours in each of the four (4) areas specified in Level I.

Level V: Graduate degree in library or information science from an institution of higher education accredited by the American Library Association.

Recertification: Lifetime certificates will not be issued at any level. In order to maintain a current certificate, periodic renewals are required.

1. If you became certified in 1988: you must meet all the requirements of your level at the time you renew your certificate; you must have participated in 45 contact hours of approved continuing education after January 1, 1987. Up to 25 hours of continuing education contact hours may be completed through the Basic Skills Training Courses.

2. If you became certified in 1989 or after: You will need to review your certificate every three years; you must meet all the requirements of your level at the time you renew your certificate; you must have participated in 45 contact hours of approved continuing education during the past three years. Up to 25 hours of continuing education contact hours may be completed through Basic Skills Training Courses.

CEUs are used.

## NEVADA

No certification laws or plans are in place, but the Nevada State Library and Archives has contracted with a consultant to prepare such a plan in 1991-1992.

## NEW HAMPSHIRE

Scope: Certification is dependent upon educational levels; holder of an MLS is automatically certified, but others require the completion of the Library Techniques Program, an undergraduate level series of courses taught through the University System's School for Lifelong learning.

Recertification is not required, but CE programs are available throughout the year. All library employees are encouraged to participate in these programs as a means to keep abreast of current trends and problems in the field of librarianship. No mechanism is in place for CEUs.

## NEW JERSEY

Scope: Mandatory law (1956) is in effect for professional positions in libraries supported in whole or in part by public funds, serving communities of 10,000 population or more.

Certificating Agency: State Board of Examiners, Department of Education.

Requirements: A master's degree in library or information science in an approved library program. Certificates are valid for professional positions, and they certify that the holder possesses the minimum professional qualifications. Additional qualifications beyond the minimum represented by the certificate may be required by employing libraries for professional positions above the entry level.

Recertification: None. CEUs are not used.

## NEW MEXICO

Scope: Mandatory law (1978) in effect on four levels for chief librarians of any library supported in whole or in part by public funds or of any state agency or state supported institution except public school or county law libraries.

Certificating Agency: State Librarian.

Levels of Certificates Issued:

Permanent Professional Librarian's Certificate: Graduation from a library school accredited by the American Library Association for a head of a public library serving a population of 15,000 population or more.

Grade I Certificate: Completion of two (2) years of undergraduate work plus a minimum of nine (9) semester hours of library science courses in an institution accredited by its state department of education or a regional accrediting agency; and a demonstrated ability to perform the duties of a Grade I Librarian, and successful passing the examination given by the State Librarian for a Grade I certificate. The Grade I certificate is valid for head librarians in public libraries serving a population of 3,000 to 10,000.

Grade II Certificate: Graduation from a college or university accredited by its state department of education or a regional accrediting agency with a major in library science, or completion of 21 semester hours of library science courses beyond the requirements of a Grade I certificate; or a demonstrated ability to perform the duties of a Grade II librarian, and successful passing of the examination given by the State Librarian for a Grade II certificate. The Grade II certificate is valid for head librarians in public libraries serving a population of 10,001 to 15,000.

Temporary Certificate: The State Librarian issues a temporary certificate without examination to an applicant who is unqualified for any other type of librarian certification when the State Librarian receives written recommendation for the issuance of a temporary certificate for the applicant from the library board or governing body concerned, stating that no qualified applicant is available for the position. The temporary certificate is issued for all grades and they are valid for one (1) year only, but they may be renewed or extended for one (1) year periods upon written recommendation from the library board or governing body, stating that no qualified applicant is available for the position.

Test Coverage: The examinations are written. Knowledge in the fields of cataloging, reference, administration, community analysis, and book selection are examined. A bibliography for use as a study guide is provided each applicant. It is the applicant's responsibility to secure the study materials. The certification examination is given in spring and fall of each year, the exact date to be set by the State

Librarian. The passing grade on the examination is 70. Any applicant aggrieved in failing the examination may appeal to the State Librarian within thirty (30) days for review. Applicants failing to make the passing grade may take the examinations when next given. No applicant may take the examination more than three (3) times.

Recertification: None. CEUs are not used.

## NEW YORK

Scope: Mandatory law (1981) on 3 levels in effect for professional positions in registered public, free association and Indian libraries serving a population of 5,000 or more. Libraries must comply in order to receive state aid and/or local tax levies.

Certificating Agency: Division of Library Development, under the authority of the Commissioner of Education, issues certificates under regulations of the State Education Department approved by the Board of Regents of the University of the State of New York.

Levels of Certificates Issued:

Professional Certificates:

a. Education. Graduate library degree from a library school located within New York State and registered by the State Education Department, or from a school offering a library degree accredited by the American Library Association; or

b. Education and Experience. Bachelor's degree or its equivalent from an approved college or university, and completion of a one (1) year curriculum in an approved library school, and at least three (3) years prior experience in library work in a position, or positions which, in the judgment of the Public Librarian's Professional Certification committee, involve the supervision of library personnel or considerable administrative responsibility requiring independent judgment and decision making at a high degree of specialization and professional expertise, or

c. Advancement of Prior New York State Status. Holding of a public librarian's conditional certificate and completion of at least six (6) graduate credits in a library science degree program accredited by the American Library Association or registered by the State Education Department,

and two (2) years of satisfactory professional experience in an American public library acceptable to the department.

d. Exchanges of certificates. Holders of the (1) librarian's graduate library school life certificate, and (2) librarian's professional life certificate (prior to 1951) receive the public librarian's professional certificate upon application.

Conditional Certificate:

Evidence of completion of professional training and college education of no less than five (5) years of post secondary education issued by an agency outside the U.S. and approved by the department. The degree must be equivalent to the requirements for a professional librarian degree registered by the department accredited by the American Library Association. Conditional certificate is valid for two (2) years for appointment to an entry level position. It may be reissued for an additional two (2) years on the basis of completion of at least three (3) library science credits per six 6 months of satisfactory public library experience.

Appointment of Registered Public, Free Association, or Indian Library Personnel.

1. A registered public, free association, or Indian library which is a member of a public library system and (a) serves a population of 2,500 to 4,999 shall employ as director a person who has completed not less than two (2) academic years of full-time study in an approved college or university, or the equivalent; (b) serves a population of 5,000 to 7,499 shall employ as director a person who holds a bachelor's degree or equivalent granted by an approved college or university; (c) serves a population of 7,500 or more shall employ as director and all other professional librarian positions only persons who hold the public librarian's professional or conditional certificate.

2. A registered public, free association, or Indian library which is not a member of a library system and (a) serves a population of 2,500 to 4,999 shall employ as director a person who hold a bachelor's degree granted by an approved college or university; (b) serves a population of 5,000 or more shall employ as director and all other professional librarian positions only persons who hold the public librarian's professional or conditional certificate.

3. If a registered public, free association, or Indian library which employs at least the equivalent of 25 full-time persons who hold the public librarian's professional or conditional certificate shall find it impossible to appoint

a holder of such certificate for a professional librarian position other than director, the library board may submit to the Commissioner a request that the position be exempt from the provisions in paragraphs 1 and 2 above.

4. The Commissioner of Education may, in his discretion after reviewing a written request, excuse the default of a library board in employing a staff member not meeting the requirements above.

Recertification: None, except for the conditions specified for the Conditional Certificate. CEUs are not used.

NORTH CAROLINA

Scope: Mandatory law (1981) on four (4) levels for the employment of a properly certified librarian as director is required for a library to qualify for state aid. State funds may be used for other full-time positions when filled with persons who have a valid North Carolina Public Librarian Certificate.

Certificating Agency: The Public Librarian Certification Commission of the Department of Cultural Resources consists of five (5) members. (1) Chair of the North Carolina Association of Library Trustees, (2) Chair of the Public Libraries Section of the North Carolina Library Association, (3) an individual named by the Governor upon nomination of the North Carolina Library Association, (4) Dean of a state or regionally accredited graduate school of librarianship in North Carolina appointed by the Governor, and (5) one member at large appointed by the Governor.

Levels of Certificates Issued: Public Librarian Certificate.

1. Applicants who have received a graduate degree in Library and Information Science from an ALA accredited school, provided at least eighteen (18) semester hours have been included and that include cataloging, reference, book selection, bibliography, multimedia materials, and public library administration.

2. Applicants who have received a graduate degree in Library and Information Science from a North Carolina accredited school of higher education, provided at least eighteen (18) semester hours have been completed and that they include cataloging, reference, book selection, bibliography, multimedia materials, and public library administration.

3. Applicants who have received a graduate degree in Library and Information Science from an accredited school of higher education and who have not been certified by another state, provided at least eighteen (18) semester hours have

been completed and that they include cataloging, reference, book selection, bibliography, multimedia materials, and public library administration.

4. Applicants receiving a graduate degree in Library and Information Science from an accredited school of higher education and who have not been certified by another state, provided at least eighteen (18) semester hours have been completed and that they include cataloging, reference, book selection bibliography, multimedia materials, and public library administration, and who successfully qualify by passing the Comprehensive Examination in Library Science required by the University of North Carolina at Chapel Hill.

(a) Courses specifically designed for school library/media, academic, or special librarianship will not fulfill the requirement for the eighteen (18) semester hours in public librarianship.

(b) Full certification will be granted for any of the categories 1-4 with an appropriate public librarian certificate.

Recertification: None. CEUs are not used.

## NORTH DAKOTA

Scope: A mandatory law (no date) which requires the state librarian to establish levels of certification for librarians of the state that will meet the standards recommended by the American Library Association. This law has never been implemented by the State Library.

## OHIO

Scope: Mandatory law (1970) on three (3) levels for head librarians of county district libraries only.

Certificating Agency: Five (5) member State Board of Library Examiners--three (3) ex-officio (librarians of the two (2) public libraries of largest circulation in the state and the State Librarian); and two (2) persons appointed by the State Library Board.

Levels of Certificates Issued:

Permanent Life Certificate: Graduation from an American Library Association accredited library education program and five (5) years of successful administrative professional experience in a public library.

Provisional Life Certificate: Graduation from an accredited library education program. A Provisional Life Certificate expires at the end of five (5) years. If five (5) years professional work is not completed within the five (5) year period, the certificate may be renewed upon the approval of the Board.

Temporary Certificate: Evidence of two (2) or more years of satisfactory library experience on a professional or sub-professional level; and not less than twelve (12) hours training in library science in an accredited library education program or accredited college; and not less than three (3) character and professional references. The Temporary Certificate is issued for three (3) years and may be renewed by the Board as long as there is satisfactory professional performance and evidence of professional growth. The certificate is issued for a specific position in a specified library and may not be used elsewhere.

Recertification: None. CEUs are not used.

## OKLAHOMA

No certification law exists, but there is a requirement that the librarian of a multi-county library system shall be a graduate of a library school accredited by the American Library Association. The same is true for the librarian of a city-county library. There is no stipulation that credentials shall be filed with any certifying body. In the case of multi-county library systems which are under the Oklahoma Library Code, the Oklahoma Department of Libraries is authorized to accredit these library systems and administer state aid on the basis of statewide public library standards of accreditation.

## OREGON

No certification laws or plans are in place.

## PENNSYLVANIA

Scope: Mandatory law (1961) on three (3) levels in effect for head librarians of libraries participating in the state aid program.

Certificating Agency: The Pennsylvania State Library.

Levels of Certificates Issued:

Professional Librarian: (a) College degree, plus a fifth year degree in library science from an institution approved by the appropriate Pennsylvania state agency or accredited by the ALA; or (b) the successful passing of an examination given under the auspices of the State Librarian demonstrating knowledge and experience equivalent to the academic requirements specified above; or (c) anyone serving as director of a public library in Pennsylvania as of June 14, 1961, having a service population of over 20,000 persons; or (d) who were employed in Pennsylvania public libraries on June 14, 1961, in positions which were classified by their employers as requiring a professional librarian; or (e) who are certified professional librarians or the equivalent by another state or country, and who satisfy the State Librarian that they have the equivalent qualifications to those required of other applicants.

Provisional Librarian: (a) With at least a bachelor's degree from a four (4) year college or university approved by the appropriate Pennsylvania state agency or accredited by the Middle States Association of Colleges and Secondary Schools, or equivalent accrediting agency, who have completed at least twelve (12) credit hours of courses in library science at institutions approved by the appropriate Pennsylvania state agency or accredited by the Middle States Association of Colleges and Secondary Schools or equivalent accrediting agency; or (b) who successfully pass an examination given under the auspices of the State Librarian demonstrating knowledge and experience equivalent to the academic requirements stated above; or (c) who, on June 14, 1961 were employed as head librarians in Pennsylvania public libraries, the individual service areas of which contain 10,000 to 19,999 people; or (d) who were employed in Pennsylvania public libraries on June 14, 1961, in positions which were classified by their employers as requiring a provisional librarian; or (e) who are certified as provisional librarians or the equivalent by another state or country, and who satisfy the State Librarian that they have equivalent qualifications to those required of other applicants.

Library Assistant: (a) Two (2) years of college, plus nine (9) credit hours of courses in library science at an institution approved by the appropriate Pennsylvania state agency or accredited by the Middle States Association of Colleges and Secondary Schools or equivalent accrediting agency; or (b) two (2) years of college, plus certification from five (5) State Library sponsored in-service training courses may be submitted for the nine (9) credit hours; or

(c) the successful passing of an examination given under the auspices of the State Librarian demonstrating knowledge and experience equivalent to the academic requirements specified above; or (d) anyone serving as director of a public library in Pennsylvania as of June 14, 1961, having a service population of 9,999 or less; or (e) who were employed in Pennsylvania public libraries on June 14, 1961, in positions which were classified by their employers as requiring a library assistant; or (f) who were certified as library assistants or the equivalent by another state or country, and who satisfy the State Librarian that they have equivalent qualifications to those required of other applicants.

Reciprocity: Upon application to the State Library, persons from other states and countries which have entered into reciprocal agreements with the State Librarian to give full faith and credit to Pennsylvania certificates, may be certified as professional librarians, or library assistants without having to pass a written examination.

Recertification: None. CEUs are not used.

## RHODE ISLAND

No certification laws or plans are in place. Rather than implementing a certification law or plan, per se, the Department of State Library Services has been implementing Standards for Public Libraries since 1965, which include the requirement for professional librarians and/or certain staff for the various classes of libraries. The Director of the Department does have the authority to adopt rules and regulations for the certification of library positions and/or personnel. These have not been implemented.

## SOUTH CAROLINA

Scope: Mandatory law (1976) on four (4) levels in effect requiring each public library serving a population of 10,000 or more shall employ professional positions and pre-professional positions in order to receive state aid and grant awards.

Certificating Agency: South Carolina State Library

Levels of Certificates Issued:

Professional Certificate: Graduation from a college or university approved by an agency of more than state-wide standing; graduation from a library school accredited by

the ALA; three (3) years recent experience in a professional position in a public library or a library meeting equivalent standards as determined by the South Carolina State Library.

Provisional Pre-professional Certificate: Issued to individuals lacking the three (3) years experience specified above.

Pre-Professional Certificate: Graduation from a college or university approved by an agency of more than state-wide standing; not less than eighteen (18) semester hours in library science. Five (5) years experience and an additional six (6) semester hours in academic and/or library science required for permanent certificate; valid for three (3) years; renewal by completion of six (6) semester hours of library science.

Provisional Pre-Professional Certificate: Issued to individuals lacking the eighteen (18) semester hours required for the pre-professional certificate; valid for three (3) years; renewable by completion of six (6) hours of library science.

Reciprocity: A librarian's certificate duly issued by the State authority in a State meeting South Carolina State Library Board's standards, and currently in full force and effect, shall be endorsed provided the holder of such certificate shall have had not less than three (3) years of professional library experience, one of which has been within the past three (3) years prior to request, or that applicant can submit evidence of the satisfactory completion of a refresher course.

Recertification: None, except for the Pre-Professional Certificate. CEUs are not used.

## SOUTH DAKOTA

Scope: Voluntary requirements by the South Dakota Library Association (1978) requiring all public libraries, in order to participate in the library program under the LSCA, to meet the minimum standards for service, including standards for personnel in the State of South Dakota.

Certificating Agency: Certification and Accreditation Committee of the South Dakota Library Association.

Levels of Certificates Issued:

Grade I Certificate: Masters' degree in librarianship from an accredited library education program with at least two

(2) years of library experience after graduation from such school.

Grade II Certificate: Master's degree in librarianship from an accredited library education program.

Grade III Certificate: (a) Bachelor's degree with a major (30 hours) in librarianship. (b) bachelor's degree with eighteen (18) hours in librarianship or equivalent CEUs and four (4) years of library experience. (c) Bachelor's degree with twelve (12) hours in librarianship or equivalent CEUs and six (6) years of library experience.

Grade IV Certificate: (a) Bachelor's degree with six (6) hours in librarianship or equivalent CEUs. (b) Bachelor's degree with two (2) years of library experience. (c) Two (2) years of college with six (6) hours in librarianship or equivalent CEUs and two (2) years of library experience.

Grade V Certificate: Two (2) years of college with six (6) hours in librarianship or equivalent CEUs. (b) Two (2) years of college with two (2) years of library experience. (c) High school diploma or GED with six (6) hours in librarianship or equivalent CEUs and two (2) years of library experience.

Grade VI Certificate: (a) High school diploma or GED with six (6) hours in librarianship or equivalent CEUs. (b) High school diploma with three (3) hours in librarianship or equivalent CEUs with one (1) year of library experience. (c) High school diploma or GED with two (2) years of library experience.

Personnel Standards for Libraries: The Board of Certification shall place on the accredited list of libraries for the State of South Dakota only those meeting the following standards:

Class A: Libraries serving over 25,000 population. Two (2) full-time librarians, one with a Grade I Certificate and the other with a Grade II or better.

Class B: Libraries serving 15,000 to 25,000 population. Two (2) full-time librarians with a Grade II Certificate or better.

Class C: Libraries serving 10,000 to 15,000 population. Two (2) full-time librarians with A Grade II Certificate or better and one with a Grade III Certificate or better.

Class D: Libraries serving 5,000 to 10,000 population. One (1) full-time librarian with a Grade IV Certificate or better.

Class E: Libraries serving 2,500 to 5,000 population. One (1) full-time librarian with a Grade V Certificate or better.

Class F: Libraries serving 2,500 or less population. One (1) full-time librarian with a Grade VI Certificate or better.

Reciprocity: The Board of Certification shall have the power to accept certificates issued by certification boards or similar boards in other states in lieu of the above qualifications and issue to their holders certificates of corresponding grades.

Recertification: Certificate are issued only to those who are paid members of the South Dakota Library Association. A certificate may be renewed by taking a two (2) hour course in librarianship of four (4) CEUs or on completion of the requirements for a higher grade certificate, and attendance of at least one (1) South Dakota Library Association annual convention since the date of issue of the certificate presently held. CEUs are used.

## TENNESSEE

Scope: Mandatory law (1937) not in effect for all professional positions in public libraries and in libraries of any state supported agency.

Certificating Agency: State Board of Education.

Requirements: The certification act vests authority in the State Board of Education to establish requirements.

Recertification: None. There has been no attempt to implement the certification law with respect to public librarians in the state. CEUs are not used.

## TEXAS

Scope: Mandatory law (1990) on three (3) levels in effect for head librarians of county libraries only.

Certificating Agency: Texas State Library and Archives Commission.

Levels of Certificates Issued:

Grade I: (Permanent--any county library) Requirements: Fifth-year degree in librarianship from a school accredited by the ALA or master's degree or higher credential in library science from a school accredited by the ALA.

Grade II: (Two-year term--10,001 to 25,000 population served by the library) Requirements: Graduation from an accredited senior college or university; or completion of 60 semester credit hours at an accredited college or university and 2,000 hours of paid or voluntary work experience in a library within the past five (5) years; or an equivalent combination of semester credit hours from an accredited college or university and experience where one (1) semester credit hour may substitute for 33 1/3 hours of experience. However, there can be no fewer than 60 semester credit hours of college. Renewal requirements: Three (3) additional semester credit hours at an accredited college or university; or participation in twenty (20) hours of continuing education during the two (2) years immediately preceding an application for renewal.

Grade III: (Two-year term--10,000 or less population served by the library) Requirements: Completion of 30 semester credit hours from an accredited college or university; or graduation from high school or passing GED and 1,000 hours of paid or voluntary work experience in a library in the past five (5) years; or an equivalent combination of semester credit hours from an accredited college or university and experience where one (1) semester credit hour may substitute for 33 1/3 hours of experience. Renewal experience: Three (3) additional semester credit hours at an accredited college or university; or participation in twenty (20) hours of continuing education during the two (2) years immediately preceding an application for renewal.

Recertification: Non-professional positions, Grades II and III, are required to obtain recertification every two (2) years. Continuing education opportunities are made available on a frequent basis in all geographic areas of the state. CEUs are not used.

## UTAH

No certification laws or plans are in place. However, The Utah Code (1986) empowers the Utah State Library to develop standards for public libraries and rules and regulations for the certification of public librarians, but no standards have been adopted for the certification of public library personnel.

## VERMONT

Scope: Voluntary plan (1975) in effect for public library personnel who do not have a library school degree. The State Department of Libraries issues certificates upon completion of the required number of workshops.

Certificating Agency: Certification Board of the Department of Libraries. The Board consists of the State Librarian, the Assistant State Librarian (Chair), the President of the Vermont Library Association, a public librarian, and a public library trustee.

Requirements: 150 classroom hours of workshops taught by Department of Library staff members. Credit may also be given for workshops and courses taken outside the Department of Libraries. Credits are generally based on the number of hours spent in a course or workshop. Approval for credit from workshops or courses not given by the Department of Libraries must be requested in advance from the Certification Board Chairman. Department of Libraries one-day workshops are usually assigned five (5) credits. In the case of multiple day Department of Libraries workshops, the credits are weighted according to the continuity of attendance. For example:

| 3 Day Workshop | | 5 Day Workshop | |
|---|---|---|---|
| Days in Attendance | Credits | Days in Attendance | Credits |
| 1 | 0 | 1 | 0 |
| 2 | 5 | 2 | 5 |
| 3 | 10 | 3 | 10 |
| | | 4 | 20 |
| | | 5 | 25 |

Persons seeking certification must include four (4) basic subjects including cataloging, reference, administration, and collection development. Other topics could include children's literature and services, audiovisual materials and techniques, publicity and displays, use of volunteers, how to write grant applications, and others. Credit will not be given twice for the same course, even if kit is taken several years apart. The Department of Libraries awards two (2) certification credits for each materials review session attended, up to a maximum of 25 credits.

Recertification: None; CEUs are not used.

## VIRGINIA

Scope: Mandatory law (1950) in effect for full-time professional positions in public libraries serving over 5,000 population and in libraries operated by the State or under its authority, including libraries of institutions of higher learning. No public funds are to be paid to any library which fails to comply with the law.

Certificating Agency: State Board for Licensing of Librarians consisting of two (2) librarians appointed by the Governor and the State Librarian, who serves as Secretary. The librarian members may be appointed from a list of nominees submitted by the Executive Committee of the Virginia Library Association, but the Governor is not bound to consider only these nominees.

Requirements: The Board grants a professional license without examination to graduates of library school programs accredited by the American Library Association, and to others when it has satisfied itself by examination or evaluation of credentials that the applicant has attainments and abilities equivalent to those of a library school graduate and is qualified to perform library work ably and efficiently. The Board may grant, in general emergency conditions, temporary or provisional licenses to applicants who have not met these requirements.

Recertification: None. CEUs are not used.

## WASHINGTON

Scope: Mandatory law (1976) in effect for full time professional positions in public libraries serving a population of over 4,000 and in every library operated by the State or under its authority, including libraries of institutions of higher learning. Exempted are the State Law Library and county law libraries.

Certificating Agency: Washington State Library Commission.

Requirements: Certificates are issued without examination to applicants who are graduates of library schools accredited by the American Library Association and to others when the Board is satisfied by examination that the applicant has attainments and abilities equivalent to those of a library school graduate and are qualified to carry on library work ably and efficiently. Any person not a graduate of a library school accredited by the American Library Association, but who has served as a librarian or a full-time professional assistant in any library in this state for at least one (1) year or the equivalent thereof prior to midnight, June 12, 1935, shall be granted a librarian's certificate without examination, but such certificate shall be

good only for the position specified therein, unless specifically extended by the Board.

Recertification: None. CEUs are not used.

## WEST VIRGINIA

No certification laws or plans are in place.

## WISCONSIN

Scope: Mandatory law (1986) on 4 levels in effect for public librarians. Administrators employed by a public library system, county library system, or any municipal public library except in a city of the first class supported in whole or in part by public funds, shall hold certification as described in this section. The certification level for other individuals or the library staff may be determined by each individual board.

Certificating Agency: The Division of Library Services, Wisconsin Department of Public Instruction.

Levels of Certificates Issued:

Grade I Certificate: Bachelor's degree from a college or university approved by an accredited association of more than statewide standing and a fifth year degree from a library school accredited by the American Library Association. An applicant holding a fifth year degree from an unaccredited library education program may be granted a Grade I certificate if the division is satisfied that the program leading to that degree is substantially equivalent and the applicant's professional experience is demonstrative of the ability to provide professional library service.
Validity: Required minimum grade of certificate for directors of public library systems and county library systems and administrators of public libraries in municipalities with a population of 8,000 or more.

Grade II Certificate: Bachelor's degree from a college or university approved by an accrediting agency of more than statewide standing, including or supplemented by successfully completed courses in public library administration, selection of all types of materials, organization of library materials, and reference and information services.
Validity: Required minimum grade of certificate for head librarians serving a population of 4,000 to 7,999.

Grade III Certificate: Successful completion of two (2) years of study in a college or technical institution with courses in liberal arts and science or equivalent and the University of Wisconsin Extension Home-Study Course: A-50: Basic Library Management for Public Librarians or equivalent course work approved by the division.
Validity: Required minimum grade of certificate for head librarians of libraries serving a population of 2,000 to 3,999.

Grade IV Certificate: High school diploma or equivalent and the University of Wisconsin Extension Home-Study Course: A-50: Basic Library Management for Public Librarians or equivalent course work approved by the division.
Validity: Certificates issued to head librarians of libraries serving a population of less than 2,000.

Recertification: All certificates are granted for five (5) year periods. Certificates are renewed upon evidence which satisfies the division that the holder has participated in continuing education in librarianship which either directly related to the position held or will permit advancement in the profession. In system areas, the applicable public library system, and in non-system areas, the municipal library will assist in the determination of requirements for continuing education and validate records submitted evidencing a renewal applicant's participation in continuing education.

If the division finds that a library board subject to this section is unable to secure a librarian who holds the requisite certification, the division may grant a permit to employ a person without the required certification for a period not exceeding one (1) year and such permit, in case of emergency, may be renewed for a period of one (1) year upon a showing that the individual employed under that permit has made substantial progress toward compliance with the educational prerequisites for the applicable grade of certification. CEUs or CEPs are used.

Individuals certified at Grades I and II levels are required to accumulate fifteen (15) CEPs in the five (5) year period prior to certification renewal. Individuals certified at Grades III and IV levels are required to accumulate ten (10) CEPs in the five (5) year period prior to certification renewal.

## WYOMING

No certification laws or plans are in place.

## APPENDIX

## STATE LIBRARY AGENCIES

ALABAMA

Alabama Public Library Services
6030 Monticello Drive
Montgomery, Alabama 36130
(205) 277-7330

ALASKA

Alaska State Libraries, Archives,
and Museums
Department of Education
P.O. Box G
Juneau, Alaska 99811
(907) 465-2910

ARIZONA

Department of Library, Archives,
and Public Records
State Capitol, Room 200
1700 W. Washington
Phoenix, Arizona 85007
(602) 542-4035

ARKANSAS

Arkansas State Library
One Capitol Mall
Little Rock, Arkansas 72201
(501) 682-1526

CALIFORNIA

California State Library
P.O. Box 942837
Sacramento, California 94237
(916) 445-4027

COLORADO

State Library and Adult
Education Office
Colorado Department of
Education
201 E. Colfax Avenue
Denver, Colorado 80203
(303) 866-6732

CONNECTICUT

Connecticut State Library
231 Capitol Avenue
Hartford, Connecticut 06106
(203) 566-4301

DELAWARE

Division of Libraries
43 South DuPont Highway
Dover, Delaware 19901
(302) 739-6787

FLORIDA

State Library of Florida
R.A. Gray Building
Tallahassee, Florida 32399
(904) 487-2651

GEORGIA

Division of Public Library Services
156 Trinity Avenue, SW
Atlanta, Georgia 30303
(404) 656-2461

HAWAII

Hawaii State Public Library System
Department of Education
465 South King Street, Room B-1
Honolulu, Hawaii 96813
(808) 548-5596

IDAHO

Idaho State Library
325 W. State Street
Boise, Idaho 83702
(208) 334-5124

ILLINOIS

Illinois State Library
300 South Second Street
Springfield, Illinois 62701
(217) 782-2994

INDIANA

Indiana State Library
140 North Senate Avenue
Indianapolis, Indiana 46204
(317) 232-3692

IOWA

State Library of Iowa
East 12th and Grand
Des Moines, Iowa 50319
(515) 281-4105

KANSAS

Kansas State Library
State Capitol, Third Floor
Topeka, Kansas 66612
(913) 296-3296

KENTUCKY

Department of Libraries and Archives
300 Coffee Tree Road
P.O. Box 537
Frankfort, Kentucky 40602
(502) 875-7000

LOUISIANA

State Library of Louisiana
P.O. Box 131
Baton Rouge, Louisiana
(504) 342-4923

MAINE

Maine State Library
State House Station #64
Augusta, Maine 04333
(207) 289-5600

MARYLAND

Maryland State Department of Education
Division of Library Development
and Services
200 West Baltimore Street
Baltimore, Maryland 21201
(301) 333-2113

MASSACHUSETTS

Massachusetts Board of Library
Commissioners
648 Beacon Street
Boston, Massachusetts 02215
(617) 267-9400

MICHIGAN

Library of Michigan
P.O. Box 30007
717 West Allegan Street
Lansing, Michigan 48909
(517) 373-1580

MINNESOTA
Library Development and Services
440 Capitol Square
550 Cedar Street
St. Paul, Minnesota 55101
(612) 296-2821

MISSISSIPPI
Mississippi Library Commission
P.O. Box 10700
1221 Ellis Avenue
Jackson, Mississippi 39289
(601) 359-1036

MISSOURI
Missouri State Library
P.O. Box 387
620 W. Main
Jefferson City, Missouri 65102
(314) 751-2751

MONTANA
Montana State Library
1515 East 6th Avenue
Helena, Montana 59620
(406) 444-3115

NEBRASKA
Nebraska Library Commission
1420 P Street
Lincoln, Nebraska 68508
(402) 471-4001

NEVADA
Nevada State Library & Archives
Capitol Complex
Carson City, Nevada 89710
(702) 887-2615

NEW HAMPSHIRE
New Hampshire State Library
20 Park Street
Concord, New Hampshire 03301
(603) 271-2397

NEW JERSEY
New Jersey Division of State Library
Department of Education
CN 520
185 West State Street
Trenton, New Jersey 08625
(609) 292-6200

NEW MEXICO
New Mexico State Library
323 Don Gaspar
Santa Fe, New Mexico 87503
(505) 827-3804

NEW YORK
New York State Library
Cultural Education Center
Empire State Plaza
Albany, New York 12230
(518) 474-5930

NORTH CAROLINA
Division of State Library
Department of Cultural Resources
109 East Jones Street
Raleigh, North Carolina 27601
(919) 733-9923

NORTH DAKOTA
North Dakota State Library
Liberty Memorial Building
Capitol Grounds
604 E. Boulevard Avenue
Bismark, North Dakota 58505
(701) 224-2717

OHIO
State Library of Ohio
65 South Front Street
Columbus, Ohio 43266
(614) 644-6845

OKLAHOMA
Oklahoma Department of Libraries
200 North East 18th Street
Oklahoma City, Oklahoma 73105
(405) 521-2502

OREGON
Oregon State Library
State Library Building
Salem, Oregon 97310
(503) 378-4367

PENNSYLVANIA
State Library of Pennsylvania
P.O. Box 1601
Harrisburg, Pennsylvania 17105
(717) 787-2646

RHODE ISLAND
Rhode Island Department of
State Library Services
300 Richmond Street
Providence, Rhode Island 02903
(401) 277-2726

SOUTH CAROLINA
South Carolina State Library
P.O. Box 11469
Columbia, South Carolina 29211
(803) 734-8666

SOUTH DAKOTA
South Dakota State Library
State Library Building
800 Governors Drive
Pierre, South Dakota 57501
(605) 773-3131

TENNESSEE
Tennessee State Library and Archives
403 Seventh Avenue, North
Nashville, Tennessee 37243
(615) 741-7996

TEXAS
Texas State Library
P.O. Box 12927, Capitol Station
Austin, Texas 78711
(512) 463-5460

UTAH
Utah State Library
2150 South 300 West, Suite 16
Salt Lake City, Utah 84115
(801) 466-5888

VERMONT
Vermont Department of Libraries
109 State Street
Montpelier, Vermont 05609
(802) 828-3265

VIRGINIA
Virginia State Library and Archives
11th Street at Capitol Square
Richmond, Virginia 23219
(804) 786-2332

WASHINGTON
Washington State Library
AJ-11
Olympia, Washington 98504
(206) 753-2915

WEST VIRGINIA
West Virginia Library Commission
Science & Cultural Center
Charleston, West Virginia 25305
(304) 348-2041

WISCONSIN
Division of Library Services
Wisconsin Department of Public Instruction
125 S. Webster
P.O. Box 7841
Madison, Wisconsin 53707
(608) 266-2205

WYOMING
State Library Division
Department of Administration and Information
Supreme Court and State Library Building
2301 Capitol Avenue
Cheyenne, Wyoming 82002
(307) 777-7283

DISTRICT OF COLUMBIA
District of Columbia Public Library
901 G Street, NW, Suite 400
Washington, D.C. 20001
(202) 727-1101

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
Library Programs
555 New Jersey Avenue, NW, Suite 402
Washington, D.C. 20208
(202) 219-2293

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